



International
Labour
Organization

ILO Guide to International Labour Standards on Occupational Safety and Health

ILO Liaison Office in Myanmar

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Table of Contents

Foreword	1
1. Introduction	3
2. Occupational Safety and Health Convention, 1981 (No. 155)	7
3. Protocol of 2002 to the Occupational Safety and Health Convention, 1981	23
4. Occupational Safety and Health Recommendation 1981 (No. 164)	33
5. Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	49
6. Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)	61
7. Occupational Health Services Convention, 1985 (No. 161)	73
8. Occupational Health Services Recommendation 1985 (No. 171)	85
9. Protection of Workers' Health Recommendation, 1953 (No. 97)	103
10. List of Occupational Diseases Recommendation, 2002 (No. 194)	115

Foreword

Since its establishment in 1919, the ILO has developed international labour standards with input from governments, employers and workers from countries around the world. These standards play an important role in promoting and implementing labour governance across the world. ILO Conventions and Recommendations cover many dimensions of decent work and underpin efforts to build a global economy based on social justice in the world of work.

One hundred years after its establishment, the ILO's Centennial Declaration adopted by the International Labour Conference in 2019 emphasized a human centered approach that puts rights and international labour standards at the heart of its work. At a time when the world is addressing the impact of COVID 19 and the significant occupational safety and health ramifications for workers and employers, a human centred approach is more critical than ever. This includes not only responding to physical dangers brought about by the contagion itself, but also supporting the mental health and well-being of workers, whether they are working in a workplace or working remotely.

A body of international labour standards has been developed over time that address a number of aspects of OSH that are relevant to governments, employers and workers. Whether or not a country has ratified ILO standards, they remain an important source of guidance

for countries wanting to respond to existing OSH challenges in workplaces.

This book is a compilation of nine important OSH instruments that have been adopted by the International Labour Conference. Now more ever, these standards have a significant role in helping countries respond to COVID 19 through the development of law, policies and practices. Effective action demands tripartite national commitment and national action in fostering a preventive approach and a safety culture which are key to achieving lasting improvements in safety and health at work.

Now more ever, these standards have a significant role in helping Myanmar respond to COVID 19 and sustain OSH measures and practices through the implementation of the OSH Law.

Donglin Li

Liaison Officer/Representative, ILO Myanmar

1. Introduction

What are international labour standards?

International labour standards are legal instruments setting out basic principles and rights at work. They are either:

- **ILO Conventions (or Protocols)** - which are legally binding international treaties that can be ratified by member States. When an ILO member State ratifies a Convention or Protocol, it means the country commits to implementing its requirements.
- **ILO Recommendations** - which are non-binding guidelines. These provide important guidance for ILO member States on how to apply a particular Convention, or on a wider subject.

What are the ILO standards relevant to occupational safety and health?

The right to decent, safe and healthy working conditions has been a central focus of ILO since its creation, as reaffirmed in the 1944 Declaration of Philadelphia and the ILO Declaration on Social Justice for a Fair Globalization.

About half of all ILO Conventions and Recommendations are either wholly or partly concerned with issues related to OSH. The past 90 years have also witnessed the development of a significant body of laws and regulations at the national level, covering many areas relevant to OSH. Progress has been achieved in numerous countries and working conditions have improved significantly in many parts of the world. Many problems persist, however, and there is general agreement that further sustained and coordinated action is needed at the international and national levels to reinforce mechanisms for continued improvement of national OSH systems.

This guide reproduces the text of nine key OSH Instruments:

- Occupational Safety and Health Convention, 1981 (No. 155)
- Protocol of 2002 to the Occupational Safety and Health Convention, 1981
- Occupational Safety and Health Recommendation, 1981 (No. 164)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)
- Occupational Health Services Convention, 1985 (No. 161)
- Occupational Health Services Recommendation, 1985 (No. 171)
- Protection of Workers' Health Recommendation, 1953 (No. 97)
- List of Occupational Diseases Recommendation, 2002 (No. 194)

In addition to a standards framework, the ILO with input from industry experts has developed a range of guidance including codes of practice for specific sectors. The International Training Centre of the ILO (ITC-ILO) also offers a range of OSH training courses for policy makers, industry experts, employers and workers. Further information about the ILO's activities concerning OSH and information about OSH standards can be found on the ILO website www.ilo.org

2. Occupational Safety and Health Convention, 1981 (No. 155)

PREAMBLE

The General Conference of the International Labour Organisation, The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-seventh Session on 3 June 1981, and

Having decided upon the adoption of certain proposals with regard to safety and health and the working environment, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one the following Convention, which may be cited as the Occupational Safety and Health Convention, 1981:

PART I. SCOPE AND DEFINITIONS

- Article 1**
1. This Convention applies to all branches of economic activity.
 2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the representative organisations of employers and workers concerned, exclude from its application, in part or in whole, particular branches of economic activity, such as maritime shipping or fishing, in respect of which special problems of a substantial nature arise.
 3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any branches which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion and describing the measures taken to give adequate protection to workers in excluded branches, and shall indicate in subsequent reports any progress towards wider application.

- Article 2**
1. This Convention applies to all workers in the branches of economic activity covered.
 2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the

representative organisations of employers and workers concerned, exclude from its application, in part or in whole, limited categories of workers in respect of which there are particular difficulties.

3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any limited categories of workers which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion, and shall indicate in subsequent reports any progress towards wider application.

Article 3 For the purpose of this Convention—

- (a) the term branches of economic activity covers all branches in which workers are employed, including the public service;
- (b) the term workers covers all employed persons, including public employees;
- (c) the term workplace covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;
- (d) the term regulations covers all provisions given force of law by the competent authority or authorities;
- (e) the term health , in relation to work, indicates not

merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.

PART II. PRINCIPLES OF NATIONAL POLICY

- Article 4**
1. Each Member shall, in the light of national conditions and practice, and in consultation with the most representative organisations of employers and workers, formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment.
 2. The aim of the policy shall be to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment. `

- Article 5**
- The policy referred to in Article 4 of this Convention shall take account of the following main spheres of action in so far as they affect occupational safety and health and the working environment:
- (a) design, testing, choice, substitution, installation, arrangement, use and maintenance of the material elements of work (workplaces, working environment,

tools, machinery and equipment, chemical, physical and biological substances and agents, work processes);

- (b) relationships between the material elements of work and the persons who carry out or supervise the work, and adaptation of machinery, equipment, working time, organisation of work and work processes to the physical and mental capacities of the workers;
- (c) training, including necessary further training, qualifications and motivations of persons involved, in one capacity or another, in the achievement of adequate levels of safety and health;
- (d) communication and co-operation at the levels of the working group and the undertaking and at all other appropriate levels up to and including the national level;
- (e) the protection of workers and their representatives from disciplinary measures as a result of actions properly taken by them in conformity with the policy referred to in Article 4 of this Convention.

Article 6 The formulation of the policy referred to in Article 4 of this Convention shall indicate the respective functions and responsibilities in respect of occupational safety and health and the working environment of public authorities, employers, workers and others, taking account both of the complementary character of such responsibilities and of national conditions and practice.

Article 7 The situation regarding occupational safety and health and the working environment shall be reviewed at appropriate intervals, either over-all or in respect of particular areas, with a view to identifying major problems, evolving effective methods for dealing with them and priorities of action, and evaluating results.

PART III. ACTION AT THE NATIONAL LEVEL

Article 8 Each Member shall, by laws or regulations or any other method consistent with national conditions and practice and in consultation with the representative organisations of employers and workers concerned, take such steps as may be necessary to give effect to Article 4 of this Convention.

Article 9

1. The enforcement of laws and regulations concerning occupational safety and health and the working environment shall be secured by an adequate and appropriate system of inspection.
2. The enforcement system shall provide for adequate penalties for violations of the laws and regulations.

Article 10 Measures shall be taken to provide guidance to employers and workers so as to help them to comply with legal obligations.

Article 11 To give effect to the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure that the following functions are progressively carried out:

- (a) the determination, where the nature and degree of hazards so require, of conditions governing the design, construction and layout of undertakings, the commencement of their operations, major alterations affecting them and changes in their purposes, the safety of technical equipment used at work, as well as the application of procedures defined by the competent authorities;
- (b) the determination of work processes and of substances and agents the exposure to which is to be prohibited, limited or made subject to authorisation or control by the competent authority or authorities; health hazards due to the simultaneous exposure to several substances or agents shall be taken into consideration;
- (c) the establishment and application of procedures for the notification of occupational accidents and diseases, by employers and, when appropriate, insurance institutions and others directly concerned, and the production of annual statistics on occupational accidents and diseases;
- (d) the holding of inquiries, where cases of occupational accidents, occupational diseases or any other injuries to health which arise in the course of or in

connection with work appear to reflect situations which are serious;

- (e) the publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work;
- (f) the introduction or extension of systems, taking into account national conditions and possibilities, to examine chemical, physical and biological agents in respect of the risk to the health of workers.

Article 12 Measures shall be taken, in accordance with national law and practice, with a view to ensuring that those who design, manufacture, import, provide or transfer machinery, equipment or substances for occupational use—

- (a) satisfy themselves that, so far as is reasonably practicable, the machinery, equipment or substance does not entail dangers for the safety and health of those using it correctly;
- (b) make available information concerning the correct installation and use of machinery and equipment and the correct use of substances, and information on hazards of machinery and equipment and dangerous properties of chemical substances and

physical and biological agents or products, as well as instructions on how known hazards are to be avoided;

- (c) undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary to comply with subparagraphs (a) and (b) of this Article.

Article 13 A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health shall be protected from undue consequences in accordance with national conditions and practice.

Article 14 Measures shall be taken with a view to promoting in a manner appropriate to national conditions and practice, the inclusion of questions of occupational safety and health and the working environment at all levels of education and training, including higher technical, medical and professional education, in a manner meeting the training needs of all workers.

Article 15 1. With a view to ensuring the coherence of the policy referred to in Article 4 of this Convention and of measures for its application, each Member shall, after consultation at the earliest possible stage with the most representative organisations of employers

and workers, and with other bodies as appropriate, make arrangements appropriate to national conditions and practice to ensure the necessary co-ordination between various authorities and bodies called upon to give effect to Parts II and III of this Convention.

2. Whenever circumstances so require and national conditions and practice permit, these arrangements shall include the establishment of a central body.

PART IV. ACTION AT THE LEVEL OF THE UNDERTAKING

- Article 16**
1. Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.
 2. Employers shall be required to ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken.
 3. Employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health.

Article 17 Whenever two or more undertakings engage in activities simultaneously at one workplace, they shall collaborate in applying the requirements of this Convention.

Article 18 Employers shall be required to provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements.

Article 19 There shall be arrangements at the level of the undertaking under which—

- (a) workers, in the course of performing their work, cooperate in the fulfilment by their employer of the obligations placed upon him;
- (b) representatives of workers in the undertaking cooperate with the employer in the field of occupational safety and health;
- (c) representatives of workers in an undertaking are given adequate information on measures taken by the employer to secure occupational safety and health and may consult their representative organisations about such information provided they do not disclose commercial secrets;
- (d) workers and their representatives in the undertaking are given appropriate training in occupational safety and health;
- (e) workers or their representatives and, as the case may be, their representative organisations in

an undertaking, in accordance with national law and practice, are enabled to enquire into, and are consulted by the employer on, all aspects of occupational safety and health associated with their work; for this purpose technical advisers may, by mutual agreement, be brought in from outside the undertaking;

- (f) a worker reports forthwith to his immediate supervisor any situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health; until the employer has taken remedial action, if necessary, the employer cannot require workers to return to a work situation where there is continuing imminent and serious danger to life or health.

Article 20 Co-operation between management and workers and/or their representatives within the undertaking shall be an essential element of organisational and other measures taken in pursuance of Articles 16 to 19 of this Convention.

Article 21 Occupational safety and health measures shall not involve any expenditure for the workers.

PART V. FINAL PROVISIONS

Article 22 This Convention does not revise any international labour Conventions or Recommendations.

Article 23 The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 24

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 25

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

- Article 26**
1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
 2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

- Article 27**
- The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 28 At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

- Article 29**
1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
 - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 25 above, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
 2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 30 The English and French versions of the text of this Convention are equally authoritative.

3. Protocol of 2002 to the Occupational Safety and Health Convention, 1981

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its 90th Session on 3
June 2002, and

Noting the provisions of Article 11 of the Occupational Safety
and Health Convention, 1981, (hereinafter referred to as "the
Convention"), which states in particular that:

"To give effect to the policy referred to in Article 4 of this Convention,
the competent authority or authorities shall ensure that the following
functions are progressively carried out:

...

- (c) the establishment and application of procedures for the
notification of occupational accidents and diseases, by
employers and, when appropriate, insurance institutions
and others directly concerned, and the production of annual
statistics on occupational accidents and diseases;

...

- (e) the publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work",

And

Having regard to the need to strengthen recording and notification procedures for occupational accidents and diseases and to promote the harmonization of recording and notification systems with the aim of identifying their causes and establishing preventive measures, and

Having decided upon the adoption of certain proposals with regard to the recording and notification of occupational accidents and diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a protocol to the Occupational Safety and Health Convention, 1981;

adopts this twentieth day of June two thousand and two the following Protocol, which may be cited as the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

I. DEFINITIONS

Article 1 For the purpose of this Protocol:

- (a) the term "occupational accident" covers an occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury;
- (b) the term "occupational disease" covers any disease contracted as a result of an exposure to risk factors arising from work activity;
- (c) the term "dangerous occurrence" covers a readily identifiable event as defined under national laws and regulations, with potential to cause an injury or disease to persons at work or to the public;
- (d) the term "commuting accident" covers an accident resulting in death or personal injury occurring on the direct way between the place of work and:
 - (i) the worker's principal or secondary residence;
or
 - (ii) the place where the worker usually takes a meal; or
 - (iii) the place where the worker usually receives his or her remuneration.

II. SYSTEMS FOR RECORDING AND NOTIFICATION

Article 2 The competent authority shall, by laws or regulations or any other method consistent with national conditions and practice, and in consultation with the most representative organizations of employers and workers, establish and periodically review requirements and procedures for:

- (a) the recording of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases; and
- (b) the notification of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases.

Article 3 The requirements and procedures for recording shall determine:

- (a) the responsibility of employers:
 - (i) to record occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases;

- (ii) to provide appropriate information to workers and their representatives concerning the recording system;
 - (iii) to ensure appropriate maintenance of these records and their use for the establishment of preventive measures; and
 - (iv) to refrain from instituting retaliatory or disciplinary measures against a worker for reporting an occupational accident, occupational disease, dangerous occurrence, commuting accident or suspected case of occupational disease;
- (b) the information to be recorded;
 - (c) the duration for maintaining these records; and
 - (d) measures to ensure the confidentiality of personal and medical data in the employer's possession, in accordance with national laws and regulations, conditions and practice.

Article 4 The requirements and procedures for the notification shall determine:

- (a) the responsibility of employers:
 - (i) to notify the competent authorities or other designated bodies of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents

- and suspected cases of occupational diseases;
and
- (ii) to provide appropriate information to workers and their representatives concerning the notified cases;
- (b) where appropriate, arrangements for notification of occupational accidents and occupational diseases by insurance institutions, occupational health services, medical practitioners and other bodies directly concerned;
- (c) the criteria according to which occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases are to be notified; and
- (d) the time limits for notification.

Article 5 The notification shall include data on:

- (a) the enterprise, establishment and employer;
- (b) if applicable, the injured persons and the nature of the injuries or disease; and
- (c) the workplace, the circumstances of the accident or the dangerous occurrence and, in the case of an occupational disease, the circumstances of the exposure to health hazards.

III. NATIONAL STATISTICS

Article 6 Each Member which ratifies this Protocol shall, based on the notifications and other available information, publish annually statistics that are compiled in such a way as to be representative of the country as a whole, concerning occupational accidents, occupational diseases and, as appropriate, dangerous occurrences and commuting accidents, as well as the analyses thereof.

Article 7 The statistics shall be established following classification schemes that are compatible with the latest relevant international schemes established under the auspices of the International Labour Organization or other competent international organizations.

IV. FINAL PROVISIONS

- Article 8**
1. A Member may ratify this Protocol at the same time as or at any time after its ratification of the Convention, by communicating its formal ratification to the Director-General of the International Labour Office for registration.
 2. The Protocol shall come into force 12 months after the date on which ratifications of two Members have been registered by the Director-General. Thereafter,

this Protocol shall come into force for a Member 12 months after the date on which its ratification has been registered by the Director-General and the Convention shall be binding on the Member concerned with the addition of Articles 1 to 7 of this Protocol.

- Article 9**
1. A Member which has ratified this Protocol may denounce it whenever the Convention is open to denunciation in accordance with its Article 25, by an act communicated to the Director-General of the International Labour Office for registration.
 2. Denunciation of the Convention in accordance with its Article 25 by a Member which has ratified this Protocol shall ipso jure involve the denunciation of this Protocol.
 3. Any denunciation of this Protocol in accordance with paragraphs 1 or 2 of this Article shall not take effect until one year after the date on which it is registered.

- Article 10**
1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.
 2. When notifying the Members of the Organization of the registration of the second ratification, the

Director-General shall draw the attention of the Members of the Organization to the date upon which the Protocol shall come into force.

Article 11 The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 12 The English and French versions of the text of this Protocol are equally authoritative.

4. Occupational Safety and Health Recommendation 1981 (No. 164)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-seventh Session on 3 June 1981, and

Having decided upon the adoption of certain proposals with regard to safety and health and the working environment, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Occupational Safety and Health Convention, 1981,

adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one, the following Recommendation, which may be cited as the Occupational Safety and Health Recommendation, 1981:

I. SCOPE AND DEFINITIONS

1. (1) To the greatest extent possible, the provisions of the Occupational Safety and Health Convention, 1981, hereinafter referred to as the Convention, and of this Recommendation should be applied to all branches of economic activity and to all categories of workers.
- (2) Provision should be made for such measures as may be necessary and practicable to give self-employed persons protection analogous to that provided for in the Convention and in this Recommendation.
2. For the purpose of this Recommendation -
 - (a) the term branches of economic activity covers all branches in which workers are employed, including the public service;
 - (b) the term workers covers all employed persons, including public employees
 - (c) the term workplace covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;
 - (d) the term regulations covers all provisions given force of law by the competent authority or authorities;
 - (e) the term health , in relation to work, indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.

II. TECHNICAL FIELDS OF ACTION

3. As appropriate for different branches of economic activity and different types of work and taking into account the principle of giving priority to eliminating hazards at their source, measures should be taken in pursuance of the policy referred to in Article 4 of the Convention, in particular in the following fields:
 - (a) design, siting, structural features, installation, maintenance, repair and alteration of workplaces and means of access thereto and egress therefrom;
 - (b) lighting, ventilation, order and cleanliness of workplaces;
 - (c) temperature, humidity and movement of air in the workplace;
 - (d) design, construction, use, maintenance, testing and inspection of machinery and equipment liable to present hazards and, as appropriate, their approval and transfer;
 - (e) prevention of harmful physical or mental stress due to conditions of work;
 - (f) handling, stacking and storage of loads and materials, manually or mechanically;
 - (g) use of electricity;
 - (h) manufacture, packing, labelling, transport, storage and use of dangerous substances and agents, disposal of their wastes and residues, and, as appropriate, their replacement by other substances or agents which are not dangerous or which are less dangerous;

- (i) radiation protection;
- (j) prevention and control of, and protection against, occupational hazards due to noise and vibration;
- (k) control of the atmosphere and other ambient factors of workplaces;
- (l) prevention and control of hazards due to high and low barometric pressures;
- (m) prevention of fires and explosions and measures to be taken in case of fire or explosion;
- (n) design, manufacture, supply, use, maintenance and testing of personal protective equipment and protective clothing;
- (o) sanitary installations, washing facilities, facilities for changing and storing clothes, supply of drinking water, and any other welfare facilities connected with occupational safety and health;
- (p) first-aid treatment;
- (q) establishment of emergency plans;
- (r) supervision of the health of workers.

III. ACTION AT THE NATIONAL LEVEL

4. With a view to giving effect to the policy referred to in Article 4 of the Convention, and taking account of the technical fields of action listed in Paragraph 3 of this Recommendation, the competent authority or authorities in each country should--
 - (a) issue or approve regulations, codes of practice or other suitable provisions on occupational safety and health and the working environment, account being taken of the links existing between safety and health, on the one hand, and hours of work and rest breaks, on the other;
 - (b) from time to time review legislative enactments concerning occupational safety and health and the working environment, and provisions issued or approved in pursuance of clause (a) of this Paragraph, in the light of experience and advances in science and technology;
 - (c) undertake or promote studies and research to identify hazards and find means of overcoming them;
 - (d) provide information and advice, in an appropriate manner, to employers and workers and promote or facilitate co-operation between them and their organisations, with a view to eliminating hazards or reducing them as far as practicable; where appropriate, a special training programme for migrant workers in their mother tongue should be provided;
 - (e) provide specific measures to prevent catastrophes, and to co-ordinate and make coherent the actions to be

taken at different levels, particularly in industrial zones where undertakings with high potential risks for workers and the surrounding population are situated;

- (f) secure good liaison with the International Labour Occupational Safety and Health Hazard Alert System set up within the framework of the International Labour Organisation;
 - (g) provide appropriate measures for handicapped workers.
5. The system of inspection provided for in paragraph 1 of Article 9 of the Convention should be guided by the provisions of the Labour Inspection Convention, 1947, and the Labour Inspection (Agriculture) Convention, 1969, without prejudice to the obligations thereunder of Members which have ratified these instruments.
 6. As appropriate, the competent authority or authorities should, in consultation with the representative organisations of employers and workers concerned, promote measures in the field of conditions of work consistent with the policy referred to in Article 4 of the Convention.
 7. 7. The main purposes of the arrangements referred to in Article 15 of the Convention should be to--
 - (a) implement the requirements of Articles 4 and 7 of the Convention;
 - (b) co-ordinate the exercise of the functions assigned to the competent authority or authorities in pursuance of Article 11 of the Convention and Paragraph 4 of this Recommendation;

- (c) co-ordinate activities in the field of occupational safety and health and the working environment which are exercised nationally, regionally or locally, by public authorities, by employers and their organisations, by workers' organisations and representatives, and by other persons or bodies concerned;
 - (d) promote exchanges of views, information and experience at the national level, at the level of an industry or that of a branch of economic activity.
8. There should be close co-operation between public authorities and representative employers' and workers' organisations, as well as other bodies concerned in measures for the formulation and application of the policy referred to in Article 4 of the Convention.
 9. The review referred to in Article 7 of the Convention should cover in particular the situation of the most vulnerable workers, for example, the handicapped.

IV. ACTION AT THE LEVEL OF THE UNDERTAKING

10. The obligations placed upon employers with a view to achieving the objective set forth in Article 16 of the Convention might include, as appropriate for different branches of economic activity and different types of work, the following:

- (a) to provide and maintain workplaces, machinery and equipment, and use work methods, which are as safe and without risk to health as is reasonably practicable;
- (b) to give necessary instructions and training, taking account of the functions and capacities of different categories of workers;
- (c) to provide adequate supervision of work, of work practices and of application and use of occupational safety and health measures;
- (d) to institute organisational arrangements regarding occupational safety and health and the working environment adapted to the size of the undertaking and the nature of its activities;
- (e) to provide, without any cost to the worker, adequate personal protective clothing and equipment which are reasonably necessary when hazards cannot be otherwise prevented or controlled;
- (f) to ensure that work organisation, particularly with respect to hours of work and rest breaks, does not adversely affect occupational safety and health;
- (g) to take all reasonably practicable measures with a view to eliminating excessive physical and mental fatigue;
- (h) to undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary to comply with the foregoing clauses.

11. Whenever two or more undertakings engage in activities simultaneously at one workplace, they should collaborate in applying the provisions regarding occupational safety and health and the working environment, without prejudice to the responsibility of each undertaking for the health and safety of its employees. In appropriate cases, the competent authority or authorities should prescribe general procedures for this collaboration.

12. (1) The measures taken to facilitate the co-operation referred to in Article 20 of the Convention should include, where appropriate and necessary, the appointment, in accordance with national practice, of workers' safety delegates, of workers' safety and health committees, and/or of joint safety and health committees; in joint safety and health committees workers should have at least equal representation with employers' representatives.
- (2) Workers' safety delegates, workers' safety and health committees, and joint safety and health committees or, as appropriate, other workers' representatives should—
 - (a) be given adequate information on safety and health matters, enabled to examine factors affecting safety and health, and encouraged to propose measures on the subject;
 - (b) be consulted when major new safety and health measures are envisaged and before they are carried out, and seek to obtain the support of the workers for such measures;

- (c) be consulted in planning alterations of work processes, work content or organisation of work, which may have safety or health implications for the workers;
- (d) be given protection from dismissal and other measures prejudicial to them while exercising their functions in the field of occupational safety and health as workers' representatives or as members of safety and health committees;
- (e) be able to contribute to the decision-making process at the level of the undertaking regarding matters of safety and health;
- (f) have access to all parts of the workplace and be able to communicate with the workers on safety and health matters during working hours at the workplace;
- (g) be free to contact labour inspectors;
- (h) be able to contribute to negotiations in the undertaking on occupational safety and health matters;
- (i) have reasonable time during paid working hours to exercise their safety and health functions and to receive training related to these functions;
- (j) have recourse to specialists to advise on particular safety and health problems.

13. As necessary in regard to the activities of the undertaking and practicable in regard to size, provision should be made for--

- (a) the availability of an occupational health service and a safety service, within the undertaking, jointly with other undertakings, or under arrangements with an outside body;
 - (b) recourse to specialists to advise on particular occupational safety or health problems or supervise the application of measures to meet them.
- 14. Employers should, where the nature of the operations in their undertakings warrants it, be required to set out in writing their policy and arrangements in the field of occupational safety and health, and the various responsibilities exercised under these arrangements, and to bring this information to the notice of every worker, in a language or medium the worker readily understands.
- 15. (1) Employers should be required to verify the implementation of applicable standards on occupational safety and health regularly, for instance by environmental monitoring, and to undertake systematic safety audits from time to time.
- (2) Employers should be required to keep such records relevant to occupational safety and health and the working environment as are considered necessary by the competent authority or authorities; these might include records of all notifiable occupational accidents and injuries to health which arise in the course of or in connection with work, records of authorisation and exemptions under laws or regulations to supervision of the health of workers in the undertaking, and data

concerning exposure to specified substances and agents.

16. The arrangements provided for in Article 19 of the Convention should aim at ensuring that workers—
 - (a) take reasonable care for their own safety and that of other persons who may be affected by their acts or omissions at work;
 - (b) comply with instructions given for their own safety and health and those of others and with safety and health procedures;
 - (c) use safety devices and protective equipment correctly and do not render them inoperative;
 - (d) report forthwith to their immediate supervisor any situation which they have reason to believe could present a hazard and which they cannot themselves correct;
 - (e) report any accident or injury to health which arises in the course of or in connection with work.
17. No measures prejudicial to a worker should be taken by reference to the fact that, in good faith, he complained of what he considered to be a breach of statutory requirements or a serious inadequacy in the measures taken by the employer in respect of occupational safety and health and the working environment.

V. RELATIONS TO EXISTING INTERNATIONAL LABOUR CONVENTIONS AND RECOMMENDATIONS

18. This Recommendation does not revise any international labour Recommendation.
19. (1) In the development and application of the policy referred to in Article 4 of the Convention and without prejudice to their obligations under Conventions they have ratified, Members should refer to the international labour Conventions and Recommendations listed in the Appendix.
- (2) The Appendix may be modified by the International Labour Conference, by a two-thirds majority, in connection with the future adoption or revision of any Convention or Recommendation in the field of safety and health and the working environment.

ANNEX

**LIST OF INSTRUMENTS CONCERNING
OCCUPATIONAL SAFETY AND HEALTH AND THE
WORKING ENVIRONMENT ADOPTED BY THE
INTERNATIONAL LABOUR CONFERENCE
SINCE 1919**

Year	Convention	Recommendation
1921	13. While Lead Painting	
1929	29. Marking of Weight (Packages Transported by Vessels)	
1937	62. Safety Provisions (Building)	53. Safety Provisions (Building)
1946	73. Medical Examinations (Seafarers) 77. Medical Examination Of Young Persons (Industry) 78. Medical Examination of Young Persons (Non- industrial Occupations)	79. Medical Examination of Young Persons
1947	81. Labour Inspection	81. Labour Inspection 82. Labour Inspection (Mining and Transport)
1949	92. Accommodation of Crews (Revised)	
1953		97. Protection of Workers' Health

Year	Convention	Recommendation
1958		105. Ships' Medicine Chests 106. Medical Advice at Sea
1959	113. Medical Examination (Fishermen)	112. Occupational Health Services
1960	115. Radiation Protection	114. Radiation Protection
1963	119. Guarding of Machinery	118. Guarding of Machinery
1964	Hygiene (Commerce and Offices) 121. Employment Injury Benefits	120. Hygiene (Commerce and Offices) 121. Employment Injury Benefits
1965	124. Medical Examination of Young Persons (Underground Work)	
1967	127. Maximum Weight	128. Maximum Weight
1969	129. Labour Inspection (Agriculture)	133. Labour Inspection (Agriculture)
1970	133. Accommodation of Crews (Supplementary Provisions) 134. Prevention of Accidents (Seafarers)	140. Crew Accommodation (Air Conditioning) 141. Crew Accommodation (Noise Control) 142. Prevention of Accidents (Seafarers)
1971	136. Benzene	144. Benzene
1974	139. Occupational Cancer	147. Occupational Cancer
1977	148. Working Environment (Air Pollution, Noise and Vibration)	156. Working Environment (Air Pollution, Noise and Vibration)
1979	152. Occupational Safety and Health (Dock Work)	160. Occupational Safety and Health (Dock Work)

5. Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Ninety-fifth Session
on 31 May 2006,

Recognizing the global magnitude of occupational injuries, diseases
and deaths, and the need for further action to reduce them, and

Recalling that the protection of workers against sickness, disease
and injury arising out of employment is among the objectives of the
International Labour Organization as set out in its Constitution, and

Recognizing that occupational injuries, diseases and deaths have
a negative effect on productivity and on economic and social
development, and

Noting paragraph III(g) of the Declaration of Philadelphia, which
provides that the International Labour Organization has the solemn
obligation to further among the nations of the world programmes
which will achieve adequate protection for the life and health of

workers in all occupations, and

Mindful of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-Up, 1998, and

Noting the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Safety and Health Recommendation, 1981 (No. 164), and other instruments of the International Labour Organization relevant to the promotional framework for occupational safety and health, and

Recalling that the promotion of occupational safety and health is part of the International Labour Organization's agenda of decent work for all, and

Recalling the Conclusions concerning ILO standards-related activities in the area of occupational safety and health - a global strategy, adopted by the International Labour Conference at its 91st Session (2003), in particular relating to ensuring that priority be given to occupational safety and health in national agendas, and

Stressing the importance of the continuous promotion of a national preventative safety and health culture, and

Having decided upon the adoption of certain proposals with regard to occupational safety and health, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this fifteenth day of June of the year two thousand and six the following Convention, which may be cited as the Promotional Framework for Occupational Safety and Health Convention, 2006.

I. DEFINITIONS

Article 1 For the purpose of this Convention:

- (a) the term national policy refers to the national policy on occupational safety and health and the working environment developed in accordance with the principles of Article 4 of the Occupational Safety and Health Convention, 1981 (No. 155);
- (b) the term national system for occupational safety and health or national system refers to the infrastructure which provides the main framework for implementing the national policy and national programmes on occupational safety and health;
- (c) the term national programme on occupational safety and health or national programme refers to any national programme that includes objectives to be achieved in a predetermined time frame, priorities and means of action formulated to improve occupational safety and health, and means to assess progress;
- (d) the term a national preventative safety and health culture refers to a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the

principle of prevention is accorded the highest priority.

II. OBJECTIVE

- Article 2**
1. Each Member which ratifies this Convention shall promote continuous improvement of occupational safety and health to prevent occupational injuries, diseases and deaths, by the development, in consultation with the most representative organizations of employers and workers, of a national policy, national system and national programme.
 2. Each Member shall take active steps towards achieving progressively a safe and healthy working environment through a national system and national programmes on occupational safety and health by taking into account the principles set out in instruments of the International Labour Organization (ILO) relevant to the promotional framework for occupational safety and health.
 3. Each Member, in consultation with the most representative organizations of employers and workers, shall periodically consider what measures could be taken to ratify relevant occupational safety and health Conventions of the ILO.

III. NATIONAL POLICY

- Article 3**
1. Each Member shall promote a safe and healthy working environment by formulating a national policy.
 2. Each Member shall promote and advance, at all relevant levels, the right of workers to a safe and healthy working environment.
 3. In formulating its national policy, each Member, in light of national conditions and practice and in consultation with the most representative organizations of employers and workers, shall promote basic principles such as assessing occupational risks or hazards; combating occupational risks or hazards at source; and developing a national preventative safety and health culture that includes information, consultation and training.

IV. NATIONAL SYSTEM

- Article 4**
1. Each Member shall establish, maintain, progressively develop and periodically review a national system for occupational safety and health, in consultation with the most representative organizations of employers and workers.

2. The national system for occupational safety and health shall include among others:
 - (a) laws and regulations, collective agreements where appropriate, and any other relevant instruments on occupational safety and health;
 - (b) an authority or body, or authorities or bodies, responsible for occupational safety and health, designated in accordance with national law and practice;
 - (c) mechanisms for ensuring compliance with national laws and regulations, including systems of inspection; and
 - (d) arrangements to promote, at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures.

3. The national system for occupational safety and health shall include, where appropriate:
 - (a) a national tripartite advisory body, or bodies, addressing occupational safety and health issues;
 - (b) information and advisory services on occupational safety and health;
 - (c) the provision of occupational safety and health

training;

- (d) occupational health services in accordance with national law and practice;
- (e) research on occupational safety and health;
- (f) a mechanism for the collection and analysis of data on occupational injuries and diseases, taking into account relevant ILO instruments;
- (g) provisions for collaboration with relevant insurance or social security schemes covering occupational injuries and diseases; and
- (h) support mechanisms for a progressive improvement of occupational safety and health conditions in micro-enterprises, in small and medium-sized enterprises and in the informal economy.

V. NATIONAL PROGRAMME

- Article 5**
1. Each Member shall formulate, implement, monitor, evaluate and periodically review a national programme on occupational safety and health in consultation with the most representative organizations of employers and workers.
 2. The national programme shall:
 - (a) promote the development of a national

- preventative safety and health culture;
- (b) contribute to the protection of workers by eliminating or minimizing, so far as is reasonably practicable, work-related hazards and risks, in accordance with national law and practice, in order to prevent occupational injuries, diseases and deaths and promote safety and health in the workplace;
 - (c) be formulated and reviewed on the basis of analysis of the national situation regarding occupational safety and health, including analysis of the national system for occupational safety and health;
 - (d) include objectives, targets and indicators of progress; and
 - (e) be supported, where possible, by other complementary national programmes and plans which will assist in achieving progressively a safe and healthy working environment.
3. The national programme shall be widely publicized and, to the extent possible, endorsed and launched by the highest national authorities.

VI. FINAL PROVISIONS

Article 6 This Convention does not revise any international labour Conventions or Recommendations.

Article 7 The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 8

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification is registered.

Article 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such

denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention within the first year of each new period of ten years under the terms provided for in this Article.

- Article 10**
1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations that have been communicated by the Members of the Organization.
 2. When notifying the Members of the Organization of the registration of the second ratification that has been communicated, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

- Article 11**
- The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars

of all ratifications and denunciations that have been registered.

Article 12 At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision.

- Article 13**
1. Should the Conference adopt a new Convention revising this Convention, then, unless the new Convention otherwise provides:
 - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.
 2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 14 The English and French versions of the text of this Convention are equally authoritative.

6. Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Ninety-fifth Session on 31 May 2006,

Having decided upon the adoption of certain proposals with regard to occupational safety and health, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Promotional Framework for Occupational Safety and Health Convention, 2006 (hereinafter referred to as "the Convention");

adopts this fifteenth day of June of the year two thousand and six the following Recommendation, which may be cited as the Promotional Framework for Occupational Safety and Health Recommendation, 2006.

I. NATIONAL POLICY

1. The national policy formulated under Article 3 of the Convention should take into account Part II of the Occupational Safety and Health Convention, 1981 (No. 155), as well as the relevant rights, duties and responsibilities of workers, employers and governments in that Convention.

II. NATIONAL SYSTEM

2. In establishing, maintaining, progressively developing and periodically reviewing the national system for occupational safety and health defined in Article 1(b) of the Convention, Members:
 - (a) should take into account the instruments of the International Labour Organization (ILO) relevant to the promotional framework for occupational safety and health listed in the Annex to this Recommendation, in particular the Occupational Safety and Health Convention, 1981 (No. 155), the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129); and
 - (b) may extend the consultations provided for in Article 4(1) of the Convention to other interested parties.
3. With a view to preventing occupational injuries, diseases and deaths, the national system should provide appropriate

measures for the protection of all workers, in particular, workers in high-risk sectors, and vulnerable workers such as those in the informal economy and migrant and young workers.

4. Members should take measures to protect the safety and health of workers of both genders, including the protection of their reproductive health.
5. In promoting a national preventative safety and health culture as defined in Article 1(d) of the Convention, Members should seek:
 - (a) to raise workplace and public awareness on occupational safety and health through national campaigns linked with, where appropriate, workplace and international initiatives;
 - (b) to promote mechanisms for delivery of occupational safety and health education and training, in particular for management, supervisors, workers and their representatives and government officials responsible for safety and health;
 - (c) to introduce occupational safety and health concepts and, where appropriate, competencies, in educational and vocational training programmes;
 - (d) to facilitate the exchange of occupational safety and health statistics and data among relevant authorities, employers, workers and their representatives;
 - (e) to provide information and advice to employers and workers and their respective organizations and to promote or facilitate cooperation among them with a view to eliminating or minimizing, so far as is reasonably practicable, work-related hazards and risks;

- (f) to promote, at the level of the workplace, the establishment of safety and health policies and joint safety and health committees and the designation of workers' occupational safety and health representatives, in accordance with national law and practice; and
 - (g) to address the constraints of micro-enterprises and small and medium-sized enterprises and contractors in the implementation of occupational safety and health policies and regulations, in accordance with national law and practice.
6. Members should promote a management systems approach to occupational safety and health, such as the approach set out in the Guidelines on occupational safety and health management systems (ILO-OSH 2001).

III. NATIONAL PROGRAMME

- 7. The national programme on occupational safety and health as defined in Article 1(c) of the Convention should be based on principles of assessment and management of hazards and risks, in particular at the workplace level.
- 8. The national programme should identify priorities for action, which should be periodically reviewed and updated.
- 9. In formulating and reviewing the national programme, Members may extend the consultations provided for in Article 5(1) of the Convention to other interested parties.

10. With a view to giving effect to the provisions of Article 5 of the Convention, the national programme should actively promote workplace prevention measures and activities that include the participation of employers, workers and their representatives.
11. The national programme on occupational safety and health should be coordinated, where appropriate, with other national programmes and plans, such as those relating to public health and economic development.
12. In formulating and reviewing the national programme, Members should take into account the instruments of the ILO relevant to the promotional framework for occupational safety and health, listed in the Annex to this Recommendation, without prejudice to their obligations under Conventions that they have ratified.

IV. NATIONAL PROFILE

13. Members should prepare and regularly update a national profile which summarizes the existing situation on occupational safety and health and the progress made towards achieving a safe and healthy working environment. The profile should be used as a basis for formulating and reviewing the national programme.
14. (1) The national profile on occupational safety and health should include information on the following elements, as applicable:
 - (a) laws and regulations, collective agreements where appropriate, and any other relevant instruments on occupational safety and health;

- (b) the authority or body, or the authorities or bodies, responsible for occupational safety and health, designated in accordance with national law and practice;
- (c) the mechanisms for ensuring compliance with national laws and regulations, including the systems of inspection;
- (d) the arrangements to promote, at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures;
- (e) the national tripartite advisory body, or bodies, addressing occupational safety and health issues;
- (f) the information and advisory services on occupational safety and health;
- (g) the provision of occupational safety and health training;
- (h) the occupational health services in accordance with national law and practice;
- (i) research on occupational safety and health;
- (j) the mechanism for the collection and analysis of data on occupational injuries and diseases and their causes, taking into account relevant ILO instruments;
- (k) the provisions for collaboration with relevant insurance or social security schemes covering occupational injuries and diseases; and
- (l) the support mechanisms for a progressive improvement of occupational safety and health conditions in micro-

enterprises, in small and medium-sized enterprises and in the informal economy.

- (2) In addition, the national profile on occupational safety and health should include information on the following elements, where appropriate:
- (a) coordination and collaboration mechanisms at national and enterprise levels, including national programme review mechanisms;
 - (b) technical standards, codes of practice and guidelines on occupational safety and health;
 - (c) educational and awareness-raising arrangements, including promotional initiatives;
 - (d) specialized technical, medical and scientific institutions with linkages to various aspects of occupational safety and health, including research institutes and laboratories concerned with occupational safety and health;
 - (e) personnel engaged in the area of occupational safety and health, such as inspectors, safety and health officers, and occupational physicians and hygienists;
 - (f) occupational injury and disease statistics;
 - (g) occupational safety and health policies and programmes of organizations of employers and workers;
 - (h) regular or ongoing activities related to occupational safety and health, including international collaboration;
 - (i) financial and budgetary resources with regard to occupational

safety and health; and

- (j) data addressing demography, literacy, economy and employment, as available, as well as any other relevant information.

V. INTERNATIONAL COOPERATION AND EXCHANGE OF INFORMATION

15. The International Labour Organization should:

- (a) facilitate international technical cooperation on occupational safety and health with a view to assisting countries, particularly developing countries, for the following purposes:
 - (i) to strengthen their capacity for the establishment and maintenance of a national preventative safety and health culture;
 - (ii) to promote a management systems approach to occupational safety and health; and
 - (iii) to promote the ratification, in the case of Conventions, and implementation of instruments of the ILO relevant to the promotional framework for occupational safety and health, listed in the Annex to this Recommendation;
- (b) facilitate the exchange of information on national policies within the meaning of Article 1(a) of the Convention, on national systems and programmes on occupational safety and health, including on good practices and innovative

approaches, and on the identification of new and emerging hazards and risks in the workplace; and

- (c) provide information on progress made towards achieving a safe and healthy working environment.

VI. UPDATING OF THE ANNEX

16. The Annex to this Recommendation should be reviewed and updated by the Governing Body of the International Labour Office. Any revised annex so established shall be adopted by the Governing Body and shall replace the preceding annex after having been communicated to the Members of the International Labour Organization.

ANNEX

INSTRUMENTS OF THE INTERNATIONAL LABOUR ORGANIZATION RELEVANT TO THE PROMOTIONAL FRAMEWORK FOR OCCUPATIONAL SAFETY AND HEALTH

I. CONVENTIONS

Labour Inspection Convention, 1947 (No. 81)

Radiation Protection Convention, 1960 (No. 115)

Hygiene (Commerce and Offices) Convention, 1964 (No. 120)

Employment Injury Benefits Convention, 1964 (No. 121)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Occupational Cancer Convention, 1974 (No. 139)

Working Environment (Air Pollution, Noise and Vibration) Convention,
1977 (No. 148)

Occupational Safety and Health (Dock Work) Convention, 1979 (No.
152)

Occupational Safety and Health Convention, 1981 (No. 155)

Occupational Health Services Convention, 1985 (No. 161)

Asbestos Convention, 1986 (No. 162)

Safety and Health in Construction Convention, 1988 (No. 167)

Chemicals Convention, 1990 (No. 170)

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

Safety and Health in Mines Convention, 1995 (No. 176)

Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)

Safety and Health in Agriculture Convention, 2001 (No. 184)

Protocol of 2002 to the Occupational Safety and Health Convention,
1981 (No. 155)

II. RECOMMENDATIONS

Labour Inspection Recommendation, 1947 (No. 81)

Labour Inspection (Mining and Transport) Recommendation, 1947
(No. 82)

Protection of Workers' Health Recommendation, 1953 (No. 97)

Welfare Facilities Recommendation, 1956 (No. 102)

Radiation Protection Recommendation, 1960 (No. 114)

Workers' Housing Recommendation, 1961 (No. 115)

Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120)

Employment Injury Benefits Recommendation, 1964 (No. 121)

Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)

- Occupational Cancer Recommendation, 1974 (No. 147)
- Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977 (No. 156)
- Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)
- Occupational Safety and Health Recommendation, 1981 (No. 164)
- Occupational Health Services Recommendation, 1985 (No. 171)
- Asbestos Recommendation, 1986 (No. 172)
- Safety and Health in Construction Recommendation, 1988 (No. 175)
- Chemicals Recommendation, 1990 (No. 177)
- Prevention of Major Industrial Accidents Recommendation, 1993 (No. 181)
- Safety and Health in Mines Recommendation, 1995 (No. 183)
- Safety and Health in Agriculture Recommendation, 2001 (No. 192)
- List of Occupational Diseases Recommendation, 2002 (No. 194)

7. Occupational Health Services Convention, 1985 (No. 161)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Seventy-first
Session on 7 June 1985, and

Noting that the protection of the worker against sickness, disease
and injury arising out of his employment is one of the tasks assigned
to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and
Recommendations, and in particular the Protection of Workers'
Health Recommendation, 1953, the Occupational Health Services
Recommendation, 1959, the Workers' Representatives Convention,
1971, and the Occupational Safety and Health Convention and
Recommendation, 1981, which establish the principles of national
policy and action at the national level,

Having decided upon the adoption of certain proposals with regard
to occupational health services, which is the fourth item on the

agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-sixth day of June of the year one thousand nine hundred and eighty-five the following Convention, which may be cited as the Occupational Health Services Convention, 1985:

PART I. PRINCIPLES OF NATIONAL POLICY

Article 1 For the purpose of this Convention -

- (a) the term occupational health services means services entrusted with essentially preventive functions and responsible for advising the employer, the workers and their representatives in the undertaking on-
 - (i) the requirements for establishing and maintaining a safe and healthy working environment which will facilitate optimal physical and mental health in relation to work;
 - (ii) the adaptation of work to the capabilities of workers in the light of their state of physical and mental health;
- (b) the term workers' representatives in the undertaking means persons who are recognised as such under national law or practice.

Article 2 In the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, each Member shall formulate, implement and periodically review a coherent national policy on occupational health services.

- Article 3**
1. Each Member undertakes to develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific risks of the undertakings.
 2. If occupational health services cannot be immediately established for all undertakings, each Member concerned shall draw up plans for the establishment of such services in consultation with the most representative organisations of employers and workers, where they exist.
 3. Each Member concerned shall indicate, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the plans drawn up pursuant to paragraph 2 of this Article, and indicate in subsequent reports any progress in their application.

Article 4 The competent authority shall consult the most representative organisations of employers and workers, where they exist, on the measures to be taken to give effect to the provisions of this Convention.

PART II. FUNCTIONS

Article 5 Without prejudice to the responsibility of each employer for the health and safety of the workers in his employment, and with due regard to the necessity for the workers to participate in matters of occupational health and safety, occupational health services shall have such of the following functions as are adequate and appropriate to the occupational risks of the undertaking:

- (a) identification and assessment of the risks from health hazards in the workplace;
- (b) surveillance of the factors in the working environment and working practices which may affect workers' health, including sanitary installations, canteens and housing where these facilities are provided by the employer;
- (c) advice on planning and organisation of work, including the design of workplaces, on the choice, maintenance and condition of machinery and other equipment and on substances used in work;
- (d) participation in the development of programmes

for the improvement of working practices as well as testing and evaluation of health aspects of new equipment;

- (e) advice on occupational health, safety and hygiene and on ergonomics and individual and collective protective equipment;
- (f) surveillance of workers' health in relation to work;
- (g) promoting the adaptation of work to the worker;
- (h) contribution to measures of vocational rehabilitation;
- (i) collaboration in providing information, training and education in the fields of occupational health and hygiene and ergonomics;
- (j) organising of first aid and emergency treatment;
- (k) participation in analysis of occupational accidents and occupational diseases.

PART III. ORGANISATION

Article 6 Provision shall be made for the establishment of occupational health services-

- (a) by laws or regulations; or
- (b) by collective agreements or as otherwise agreed upon by the employers and workers concerned; or

- (c) in any other manner approved by the competent authority after consultation with the representative organisations of employers and workers concerned.

- Article 7**
1. Occupational health services may be organised as a service for a single undertaking or as a service common to a number of undertakings, as appropriate.
 2. In accordance with national conditions and practice, occupational health services may be organised by-
 - (a) the undertakings or groups of undertakings concerned;
 - (b) public authorities or official services;
 - (c) social security institutions;
 - (d) any other bodies authorised by the competent authority;
 - (e) a combination of any of the above.

- Article 8**
- The employer, the workers and their representatives, where they exist, shall cooperate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.

PART IV. CONDITIONS OF OPERATION

- Article 9**
1. In accordance with national law and practice, occupational health services should be multidisciplinary. The composition of the personnel shall be determined by the nature of the duties to be performed.
 2. Occupational health services shall carry out their functions in co-operation with the other services in the undertaking.
 3. Measures shall be taken, in accordance with national law and practice, to ensure adequate co-operation and co-ordination between occupational health services and, as appropriate, other bodies concerned with the provision of health services.

Article 10 The personnel providing occupational health services shall enjoy full professional independence from employers, workers, and their representatives, where they exist, in relation to the functions listed in Article 5.

Article 11 The competent authority shall determine the qualifications required for the personnel providing occupational health services, according to the nature of the duties to be performed and in accordance with national law and practice.

Article 12 The surveillance of workers' health in relation to work shall involve no loss of earnings for them, shall be free of charge and shall take place as far as possible during working hours.

Article 13 All workers shall be informed of health hazards involved in their work.

Article 14 Occupational health services shall be informed by the employer and workers of any known factors and any suspected factors in the working environment which may affect the workers' health.

Article 15 Occupational health services shall be informed of occurrences of ill health amongst workers and absence from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services shall not be required by the employer to verify the reasons for absence from work.

PART V. GENERAL PROVISIONS

Article 16 National laws or regulations shall designate the authority or authorities responsible both for supervising the operation of and for advising occupational health services once they have been established.

Article 17 The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

- Article 18**
1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
 2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
 3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

- Article 19**
1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
 2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound

for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

- Article 20**
1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
 2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 21 The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 22 At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this

Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

- Article 23**
1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides-
 - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 19 above, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
 2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 24 The English and French versions of the text of this Convention are equally authoritative.

8. Occupational Health Services Recommendation, 1985 (No. 171)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Seventy-first
Session on 7 June 1985, and

Noting that the protection of the worker against sickness, disease
and injury arising out of his employment is one of the tasks assigned
to the International Labour Organisation under its Constitution,

Noting the relevant international labour Conventions and
Recommendations, and in particular the Protection of Workers'
Health Recommendation, 1953, the Occupational Health Services
Recommendation, 1959, the Workers' Representatives Convention,
1971, and the Occupational Safety and Health Convention and
Recommendation, 1981, which establish the principles of national
policy and action at the national level, and the Tripartite Declaration
of Principles concerning Multinational Enterprises and Social Policy
adopted by the Governing Body of the International Labour Office,

Having decided upon the adoption of certain proposals with regard to occupational health services, which is the fourth item on the agenda of the session, and

Having determined that proposals shall take the form of a Recommendation supplementing the Occupational Health Services Convention, 1985:

adopts this twenty-sixth day of June of the year one thousand nine hundred and eighty-five, the following Recommendation, which may be cited as the Occupational Health Services Recommendation, 1985:

PART I. PRINCIPLES OF NATIONAL POLICY

1. Each Member should, in the light of national conditions and practice and in consultation with the most representative organisations of employers and workers, where they exist, formulate, implement and periodically review a coherent national policy on occupational health services, which should include general principles governing their functions, organisation and operation.
2. (1) Each Member should develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives, in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific health risks of the undertakings.

(2) Provision should also be made for such measures as may be necessary and reasonably practicable to make available

to self-employed persons protection analogous to that provided for in the Occupational Health Services Convention, 1985, and in this Recommendation.

II. FUNCTIONS

3. The role of occupational health services should be essentially preventive.
4. Occupational health services should establish a programme of activity adapted to the undertaking or undertakings they serve, taking into account in particular the occupational hazards in the working environment as well as the problems specific to the branches of economic activity concerned.

A. Surveillance of the Working Environment

5. (1) The surveillance of the working environment should include-
 - (a) identification and evaluation of the environmental factors which may affect the workers' health;
 - (b) assessment of conditions of occupational hygiene and factors in the organisation of work which may give rise to risks for the health of workers;
 - (c) assessment of collective and personal protective equipment;
 - (d) assessment where appropriate of exposure of workers to hazardous agents by valid and generally accepted

monitoring methods;

- (e) assessment of control systems designed to eliminate or reduce exposure.

(2) Such surveillance should be carried out in liaison with the other technical services of the undertaking and in co-operation with the workers concerned and their representatives in the undertaking or the safety and health committee, where they exist.

6. (1) In accordance with national law and practice, data resulting from the surveillance of the working environment should be recorded in an appropriate manner and be available to the employer, the workers and their representatives in the undertaking concerned or the safety and health committee, where they exist.
 - (2) These data should be used on a confidential basis and solely to provide guidance and advice on measures to improve the working environment and the health and safety of workers.
 - (3) The competent authority should have access to these data. They may only be communicated by the occupational health service to others with the agreement of the employer and the workers or their representatives in the undertaking or the safety and health committee, where they exist.
7. The surveillance of the working environment should entail such visits by the personnel providing occupational health services as may be necessary to examine the factors in the working environment which may affect the workers' health, the environmental health conditions at the workplace and the working conditions.

8. Occupational health services should-
 - (a) carry out monitoring of workers' exposure to special health hazards, when necessary;
 - (b) supervise sanitary installations and other facilities for the workers, such as drinking water, canteens and living accommodation, when provided by the employer;
 - (c) advise on the possible impact on the workers' health of the use of technologies;
 - (d) participate in and advise on the selection of the equipment necessary for the personal protection of the workers against occupational hazards;
 - (e) collaborate in job analysis and in the study of organisation and methods of work with a view to securing a better adaptation of work to the workers;
 - (f) participate in the analysis of occupational accidents and occupational diseases and in accident prevention programmes.

9. Personnel providing occupational health services should, after informing the employer, workers and their representatives, where appropriate-
 - (a) have free access to all workplaces and to the installations the undertaking provides for the workers;
 - (b) have access to information concerning the processes, performance standards, products, materials and substances used or whose use is envisaged, subject to their preserving

the confidentiality of any secret information they may learn which does not affect the health of workers;

- (c) be able to take for the purpose of analysis samples of products, materials and substances used or handled.
10. Occupational health services should be consulted concerning proposed modifications in the work processes or in the conditions of work liable to have an effect on the health or safety of workers.

B. Surveillance of the Workers' Health

11. (1) Surveillance of the workers' health should include, in the cases and under the conditions specified by the competent authority, all assessments necessary to protect the health of the workers, which may include-
- (a) health assessment of workers before their assignment to specific tasks which may involve a danger to their health or that of others;
 - (b) health assessment at periodic intervals during employment which involves exposure to a particular hazard to health;
 - (c) health assessment on resumption of work after a prolonged absence for health reasons for the purpose of determining its possible occupational causes, of recommending appropriate action to protect the workers and of determining the worker's suitability for the job and needs for reassignment and rehabilitation;

- (d) health assessment on and after the termination of assignments involving hazards which might cause or contribute to future health impairment.
- (2) Provisions should be adopted to protect the privacy of the workers and to ensure that health surveillance is not used for discriminatory purposes or in any other manner prejudicial to their interests.
12. (1) In the case of exposure of workers to specific occupational hazards, in addition to the health assessments provided for in Paragraph 11 of this Recommendation, the surveillance of the workers' health should include, where appropriate, any examinations and investigations which may be necessary to detect exposure levels and early biological effects and responses.
- (2) When a valid and generally accepted method of biological monitoring of the workers' health for the early detection of the effects on health of exposure to specific occupational hazards exists, it may be used to identify workers who need a detailed medical examination, subject to the individual worker's consent.
13. Occupational health services should be informed of occurrences of ill health amongst workers and absences from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace. Personnel providing occupational health services should not be required by the employer to verify the reasons for absence from work.

14. (1) Occupational health services should record data on workers' health in personal confidential health files. These files should also contain information on jobs held by the workers, on exposure to occupational hazards involved in their work, and on the results of any assessments of workers' exposure to these hazards.
 - (2) The personnel providing occupational health services should have access to personal health files only to the extent that the information contained in the files is relevant to the performance of their duties. Where the files contain personal information covered by medical confidentiality this access should be restricted to medical personnel.
 - (3) Personal data relating to health assessments may be communicated to others only with the informed consent of the worker concerned.
15. The conditions under which, and time during which, personal health files should be kept, the conditions under which they may be communicated or transferred and the measures necessary to keep them confidential, in particular when the information they contain is placed on computer, should be prescribed by national laws or regulations or by the competent authority or, in accordance with national practice, governed by recognised ethical guide-lines.
16. (1) On completing a prescribed medical examination for the purpose of determining fitness for work involving exposure to a particular hazard, the physician who has carried out the examination should communicate his conclusions in writing to both the worker and the employer.

- (2) These conclusions should contain no information of a medical nature; they might, as appropriate, indicate fitness for the proposed assignment or specify the kinds of jobs and the conditions of work which are medically contra-indicated, either temporarily or permanently.
17. Where the continued employment of a worker in a particular job is contra-indicated for health reasons, the occupational health service should collaborate in efforts to find alternative employment for him in the undertaking, or another appropriate solution.
18. Where an occupational disease has been detected through the surveillance of the worker's health, it should be notified to the competent authority in accordance with national law and practice. The employer, workers and workers' representatives should be informed that this notification has been carried out.

C. Information, Education, Training, Advice

19. Occupational health services should participate in designing and implementing programmes of information, education and training on health and hygiene in relation to work for the personnel of the undertaking.
20. Occupational health services should participate in the training and regular retraining of first-aid personnel and in the progressive and continuing training of all workers in the undertaking who contribute to occupational safety and health.

21. With a view to promoting the adaptation of work to the workers and improving the working conditions and environment, occupational health services should act as advisers on occupational health and hygiene and ergonomics to the employer, the workers and their representatives in the undertaking and the safety and health committee, where they exist, and should collaborate with bodies already operating as advisers in this field.
22. (1) Each worker should be informed in an adequate and appropriate manner of the health hazards involved in his work, of the results of the health examinations he has undergone and of the assessment of his health.
(2) Each worker should have the right to have corrected any data which are erroneous or which might lead to error.
(3) In addition, occupational health services should provide workers with personal advice concerning their health in relation to their work.

D. First Aid, Treatment and Health Programmes

23. Taking into account national law and practice, occupational health services in undertakings should provide first-aid and emergency treatment in cases of accident or indisposition of workers at the workplace and should collaborate in the organisation of first aid.
24. Taking into account the organisation of preventive medicine at the national level, occupational health services might, where possible and appropriate-
 - (a) carry out immunisations in respect of biological hazards in

- the working environment;
 - (b) take part in campaigns for the protection of health;
 - (c) collaborate with the health authorities within the framework of public health programmes.
25. Taking into account national law and practice and after consultation with the most representative organisations of employers and workers, where they exist, the competent authority should, where necessary, authorise occupational health services, in agreement with all concerned, including the worker and his own doctor or a primary health care service, where applicable, to undertake or to participate in one or more of the following functions:
- (a) treatment of workers who have not stopped work or who have resumed work after an absence;
 - (b) treatment of the victims of occupational accidents;
 - (c) treatment of occupational diseases and of health impairment aggravated by work;
 - (d) medical aspects of vocational re-education and rehabilitation.
26. Taking into account national law and practice concerning the organisation of health care, and distance from clinics, occupational health services might engage in other health activities, including curative medical care for workers and their families, as authorized by the competent authority in consultation with the most representative organisations of employers and workers, where they exist.

27. Occupational health services should co-operate with the other services concerned in the establishment of emergency plans for action in the case of major accidents.

E. Other Functions

28. Occupational health services should analyse the results of the surveillance of the workers' health and of the working environment, as well as the results of biological monitoring and of personal monitoring of workers' exposure to occupational hazards, where they exist, with a view to assessing possible connections between exposure to occupational hazards and health impairment and to proposing measures for improving the working conditions and environment.
29. Occupational health services should draw up plans and reports at appropriate intervals concerning their activities and health conditions in the undertaking. These plans and reports should be made available to the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, and be available to the competent authority.
30. (1) Occupational health services, in consultation with the employers' and the workers' representatives, should contribute to research, within the limits of their resources, by participating in studies or inquiries in the undertaking or in the relevant branch of economic activity, for example, with a view to collecting data for epidemiological purposes and orienting their activities.

- (2) The results of the measurements carried out in the working environment and of the assessments of the workers' health may be used for research purposes, subject to the provisions of Paragraphs 6(3), 11(2) and 14(3) of this Recommendation.
31. Occupational health services should participate with other services in the undertaking, as appropriate, in measures to prevent its activities from having an adverse effect on the general environment.

III. ORGANISATION

32. Occupational health services should, as far as possible, be located within or near the place of employment, or should be organised in such a way as to ensure that their functions are carried out at the place of employment.
33. (1) The employer, the workers and their representatives, where they exist, should co-operate and participate in the implementation of the organisational and other measures relating to occupational health services on an equitable basis.
- (2) In conformity with national conditions and practice, employers and workers or their representatives in the undertaking or the safety and health committee, where they exist, should participate in decisions affecting the organisation and operation of these services, including those relating to the employment of personnel and the planning of the service's programmes.

34. (1) Occupational health services may be organised as a service within a single undertaking or as a service common to a number of undertakings, as appropriate.
- (2) In accordance with national conditions and practice, occupational health services may be organised by -
- (a) the undertakings or groups of undertakings concerned;
 - (b) the public authorities or official services;
 - (c) social security institutions;
 - (d) any other bodies authorised by the competent authority;
 - (e) a combination of any of the above.
- (3) The competent authority should determine the circumstances in which, in the absence of an occupational health service, appropriate existing services may, as an interim measure, be recognised as authorised bodies in accordance with subparagraph 2(d) of this Paragraph.
35. In situations where the competent authority, after consulting the representative organisations of employers and workers concerned, where they exist, has determined that the establishment of an occupational health service, or access to such a service, is impracticable, undertakings should, as an interim measure, make arrangements, after consulting the workers' representatives in the undertaking or the safety and health committee, where they exist, with a local medical service for carrying out the health examinations prescribed by national laws or regulations, providing surveillance of the environmental health conditions in the undertaking and ensuring that first-aid and emergency treatment are properly organised.

IV CONDITIONS OF OPERATION

36. (1) In accordance with national law and practice, occupational health services should be made up of multidisciplinary teams whose composition should be determined by the nature of the duties to be performed.
- (2) Occupational health services should have sufficient technical personnel with specialised training and experience in such fields as occupational medicine, occupational hygiene, ergonomics, occupational health nursing and other relevant fields. They should, as far as possible, keep themselves up to date with progress in the scientific and technical knowledge necessary to perform their duties and should be given the opportunity to do so without loss of earnings.
- (3) The occupational health services should, in addition, have the necessary administrative personnel for their operation.
37. (1) The professional independence of the personnel providing occupational health services should be safeguarded. In accordance with national law and practice, this might be done through laws or regulations and appropriate consultations between the employer, the workers, and their representatives and the safety and health committees, where they exist.
- (2) The competent authority should, where appropriate and in accordance with national law and practice, specify

the conditions for the engagement and termination of employment of the personnel of occupational health services in consultation with the representative organisations of employers and workers concerned.

38. Each person who works in an occupational health service should be required to observe professional secrecy as regards both medical and technical information which may come to his knowledge in connection with his functions and the activities of the service, subject to such exceptions as may be provided for by national laws or regulations.
39. (1) The competent authority may prescribe standards for the premises and equipment necessary for occupational health services to exercise their functions.

(2) Occupational health services should have access to appropriate facilities for carrying out the analyses and tests necessary for surveillance of the workers' health and of the working environment.
40. (1) Within the framework of a multidisciplinary approach, occupational health services should collaborate with-
 - (a) those services which are concerned with the safety of workers in the undertaking;
 - (b) the various production units, or departments, in order to help them in formulating and implementing relevant preventive programmes;
 - (c) the personnel department and other departments

concerned;

(d) the workers' representatives in the undertaking, workers' safety representatives and the safety and health committee, where they exist.

(2) Occupational health services and occupational safety services might be organised together, where appropriate.

41. Occupational health services should also, where necessary, have contacts with external services and bodies dealing with questions of health, hygiene, safety, vocational rehabilitation, retraining and reassignment, working conditions and the welfare of workers, as well as with inspection services and with the national body which has been designated to take part in the International Occupational Safety and Health Hazard Alert System set up within the framework of the International Labour Organisation.
42. The person in charge of an occupational health service should be able, in accordance with the provisions of Paragraph 38, to consult the competent authority, after informing the employer and the workers' representatives in the undertaking or the safety and health committee, where they exist, on the implementation of occupational safety and health standards in the undertaking.
43. The occupational health services of a national or multinational enterprise with more than one establishment should provide the highest standard of services, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

V. GENERAL PROVISIONS

44. (1) Within the framework of their responsibility for their employees' health and safety, employers should take all necessary measures to facilitate the execution of the duties of occupational health services.
- (2) Workers and their organisations should provide support to the occupational health services in the execution of their duties.
45. The occupational health-related facilities provided by the occupational health services should not involve any expense to the worker.
46. In cases where occupational health services are established and their functions specified by national laws or regulations, the manner of financing these services should also be so determined.
47. For the purpose of this Recommendation the term workers' representatives in the undertaking means persons who are recognised as such under national law or practice.
48. This Recommendation, which supplements the Occupational Health Services Convention, 1985, supersedes the Occupational Health Services Recommendation, 1959.

9. Protection of Workers' Health Recommendation, 1953 (No. 97)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Thirty-sixth Session
on 4 June 1953, and

Having decided upon the adoption of certain proposals with regard
to the protection of the health of workers in places of employment,
which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a
Recommendation,

adopts this twenty-fifth day of June of the year one thousand nine
hundred and fifty-three, the following Recommendation, which may
be cited as the Protection of Workers' Health Recommendation, 1953:

I. TECHNICAL MEASURES FOR THE CONTROL OF RISKS TO THE HEALTH OF WORKERS

1. National laws or regulations should provide for methods of preventing, reducing or eliminating risks to health in places of employment, including methods which may be applied, as necessary and appropriate, in connection with special risks of injury to health.
2. All appropriate measures should be taken by the employer to ensure that the general conditions prevailing in places of employment are such as to provide adequate protection of the health of the workers concerned, and in particular that—
 - (a) dirt and refuse do not accumulate so as to cause risk of injury to health;
 - (b) the floor space and height of workrooms are sufficient to prevent overcrowding of workers, or congestion owing to machinery, materials or products;
 - (c) adequate and suitable lighting, natural or artificial, or both, is provided;
 - (d) suitable atmospheric conditions are maintained so as to avoid insufficient air supply and movement, vitiated air, harmful draughts, sudden variations in temperature, and, so far as is practicable, excessive humidity, excessive heat or cold, and objectionable odours;

- (e) sufficient and suitable sanitary conveniences and washing facilities, and adequate supplies of wholesome drinking water, are provided in suitable places and properly maintained;
 - (f) in cases where it is necessary for workers to change their clothing when commencing or ceasing work, changing rooms or other suitable facilities for the changing and storage of clothing are provided and properly maintained;
 - (g) in cases where the workers are prohibited from consuming food or drink at their workplaces, there is on the premises suitable accommodation for taking meals, unless appropriate arrangements exist for the workers to take their meals elsewhere;
 - (h) measures are taken to eliminate or reduce as far as possible noise and vibrations which constitute a danger to the health of workers;
 - (i) provision is made for the storage under safe conditions of dangerous substances.
3. (1) With a view to preventing, reducing or eliminating risks to health in places of employment, all appropriate and practicable measures should be taken--
- (a) to substitute harmless or less harmful substances, processes or techniques for harmful substances, processes or techniques;
 - (b) to prevent the liberation of harmful substances and to shield workers from harmful radiations;

- (c) to carry out hazardous processes in separate rooms or buildings occupied by a minimum number of workers;
 - (d) to carry out hazardous processes in enclosed apparatus, so as to prevent personal contact with harmful substances and the escape into the air of the workroom of dusts, fumes, gases, fibres, mists or vapours, in quantities liable to injure health;
 - (e) to remove, at or near their point of origin, by mechanical exhaust, ventilation systems or other suitable means, harmful dusts, fumes, gases, fibres, mists or vapours, where exposure to them cannot be prevented in one or more of the ways referred to in clauses (a) to (d) of this subparagraph;
 - (f) to provide the workers with such protective clothing and equipment and other means of personal protection as may be necessary to shield them from the effects of harmful agents, where other measures to protect the health of workers against these agents are impracticable or are not sufficient to ensure adequate protection, and to instruct the workers in the use thereof.
- (2) Where the use of protective clothing and equipment referred to in clause (f) above is necessary because of the special risks attaching to the occupation, such clothing and equipment should be supplied, cleaned and maintained by the employer; where such protective clothing or equipment may be contaminated by poisonous or dangerous substances it should, at all times when not required for use at work or for cleaning or maintenance by the employer, be kept in

entirely separate accommodation, where it will not be liable to contaminate the ordinary clothing of the worker.

- (3) National authorities should promote, and where appropriate undertake, study of the measures mentioned in subparagraph (1) of this Paragraph, and encourage the application of the results of such study. Such studies should also be undertaken by employers on a voluntary basis.
4. (1) The workers should be informed--
 - (a) of the necessity of the measures of protection mentioned in Paragraphs 2 and 3 above;
 - (b) of their obligation to co-operate in and not to disturb the proper functioning of such measures; and
 - (c) of their obligation to make proper use of the appliances and equipment provided for their protection.
- (2) Consultation with workers on measures to be taken should be recognised as an important means of ensuring their co-operation.
5. (1) The atmosphere of workrooms in which dangerous or obnoxious substances are manufactured, handled or used should be tested periodically at sufficiently frequent intervals to ensure that toxic or irritating dusts, fumes, gases, fibres, mists or vapours are not present in quantities liable to injure health. The competent authorities should publish from time to time, for the guidance of all concerned, the available information regarding maximum allowable concentrations of harmful substances.

- (2) The authority concerned with the protection of the health of workers in places of employment should be empowered to specify the circumstances in which it is necessary to test the atmosphere of such workrooms and the manner in which the tests are to be carried out. Such tests should be conducted or supervised by qualified personnel and, where appropriate, by qualified medical personnel who possess experience in occupational health.
6. The competent authority should draw the attention of employers and workers concerned, by all appropriate measures, for example by warning notices in places of employment, to the special risks to which the workers are exposed and to the precautions to be taken to obviate these risks.
7. The competent authority should provide for consultation at the national level between the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment and the employers' and workers' organisations concerned, with a view to giving effect to the provisions of Paragraphs 2, 3, 4, 5 and 6.

II. MEDICAL EXAMINATIONS

8. (1) National laws or regulations should contain special provisions concerning medical examinations in respect of workers employed in occupations involving special risks to their health.
- (2) The employment of workers in occupations involving special risks to their health should be conditional upon--

- (a) a medical examination, carried out shortly before or shortly after the worker enters employment; or
 - (b) a periodical medical examination; or
 - (c) both an initial medical examination and a periodical medical examination as in clauses (a) and (b) above.
- (3) National laws or regulations should determine, or empower an appropriate authority to determine, from time to time, after consultation with employers' and workers' organisations concerned--
 - (a) for which risks and in which circumstances medical examinations should be carried out;
 - (b) for which risks there should be an initial medical examination or a periodical medical examination, or both;
 - (c) with due regard to the nature and degree of the risk and of the particular circumstances, the maximum intervals at which periodical medical examinations should be carried out.
- 9. Medical examinations for the purposes of the foregoing Paragraph should be carried out with a view to--
 - (a) detecting as early as possible signs of a particular occupational disease, or of special susceptibility to that disease;
 - (b) ascertaining whether, so far as risk of a particular occupational disease is concerned, there are medical objections to the employment or continued employment of the worker in a particular occupation.

10. (1) Where there are no medical objections to the employment of a worker in a particular occupation, so far as risk of a particular occupational disease is concerned, a certificate to this effect should be issued in a manner prescribed by the competent authority.
 - (3) Such certificate should be kept on file by the employer and made available to officials of the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.
 - (4) Such certificate should be made available to the worker concerned.
11. The medical examinations should be carried out by a qualified physician who should possess, so far as possible, knowledge of occupational health.
12. Measures to ensure the observance of medical secrecy should be adopted in connection with all medical examinations and the registration and filing of related documents.
13. (1) Medical examinations made in accordance with this Recommendation should not involve the worker concerned in any expense.
 - (3) No deduction should be made from wages in respect of time lost for attendance at such examinations in cases in which the matter is dealt with by national laws or regulations; in cases in which the matter is dealt with by collective agreements, the position should be as determined by the relevant agreement.

III. NOTIFICATION OF OCCUPATIONAL DISEASES

14. (1) National laws or regulations should require the notification of cases and suspected cases of occupational disease.
 - (2) Such notifications should be required with a view to--
 - (a) initiating measures of prevention and protection and ensuring their effective application;
 - (b) investigating the working conditions and other circumstances which have caused or are suspected to have caused occupational diseases;
 - (c) compiling statistics of occupational diseases; and
 - (d) allowing the initiation or development of measures designed to ensure that victims of occupational diseases receive the compensation provided for such diseases.
 - (4) The notification should be made to the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.
15. National laws or regulations should--
 - (a) specify the persons responsible for notifying cases and suspected cases of occupational disease; and
 - (b) prescribe the manner in which cases of occupational disease should be notified and the particulars to be notified and, in particular, specify--

- (i) in which cases immediate notification is required and in which cases notification at specified intervals is sufficient;
 - (ii) in respect of cases in which immediate notification is required, the time limit after the detection of a case or suspected case of occupational disease within which notification is required;
 - (iii) in respect of cases in which notification at specified intervals is sufficient, the intervals at which notification is required.
16. The notification should provide the authority concerned with the protection of the health of workers in places of employment with such information as may be relevant and necessary for the effective performance of its duties, including, in particular, the following details:
- (a) age and sex of the person concerned;
 - (b) the occupation and the trade or industry in which the person is or was last employed;
 - (c) the name and address of the place or last place of employment of the person concerned;
 - (d) the nature of the disease or poisoning;
 - (e) the harmful agent and process to which the disease or poisoning is attributed;
 - (f) the name and address of the undertaking in which the worker presumes that he was exposed to the risk to which the disease or poisoning is attributed; and

- (g) so far as is known or can readily be ascertained by the person making the notification, the date of the beginning and, where appropriate, the cessation of exposure to the risk in each of the occupations, trades or industries in which the worker concerned is or has been exposed to the risk.
17. The competent authority should, after consultation with the workers' and employers' organisations concerned, draw up a list of notifiable occupational diseases or classes of cases, together with a symptomatology, and make from time to time such additions or amendments to the list or symptomatology as circumstances may require or as may be found to be desirable.

IV. FIRST AID

18. (1) Facilities for first aid and emergency treatment in case of accident, occupational disease, poisoning or indisposition should be provided in places of employment.
- (3) National laws or regulations should determine the manner in which the above subparagraph shall be applied.

V. GENERAL PROVISION

19. Where the term national is used in this Recommendation in reference to laws, regulations, or authorities, it shall be understood, in the case of a federal State, to refer, as appropriate, to the federal, state, provincial, cantonal or other competent governmental unit.

10. List of Occupational Diseases Recommendation, 2002 (No. 194)

PREAMBLE

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its 90th Session on 3
June 2002, and

Noting the provisions of the Occupational Safety and Health
Convention and Recommendation, 1981, and the Occupational
Health Services Convention and Recommendation, 1985, and

Noting also the list of occupational diseases as amended in 1980
appended to the Employment Injury Benefits Convention, 1964, and

Having regard to the need to strengthen identification, recording and
notification procedures for occupational accidents and diseases, with
the aim of identifying their causes, establishing preventive measures,
promoting the harmonization of recording and notification systems,
and improving the compensation process in the case of occupational
accidents and occupational diseases, and

Having regard to the need for a simplified procedure for updating a

list of occupational diseases, and

Having decided upon the adoption of certain proposals with regard to the recording and notification of occupational accidents and diseases, and to the regular review and updating of a list of occupational diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation;

adopts this twentieth day of June of the year two thousand and two the following Recommendation, which may be cited as the List of Occupational Diseases Recommendation, 2002.

1. In the establishment, review and application of systems for the recording and notification of occupational accidents and diseases, the competent authority should take account of the 1996 Code of practice on the recording and notification of occupational accidents and diseases, and other codes of practice or guides relating to this subject that are approved in the future by the International Labour Organization.
2. A national list of occupational diseases for the purposes of prevention, recording, notification and, if applicable, compensation should be established by the competent authority, in consultation with the most representative organizations of employers and workers, by methods appropriate to national conditions and practice, and by stages as necessary. This list should:
 - (a) for the purposes of prevention, recording, notification and compensation comprise, at the least, the diseases

enumerated in Schedule I of the Employment Injury Benefits Convention, 1964, as amended in 1980;

- (b) comprise, to the extent possible, other diseases contained in the list of occupational diseases as annexed to this Recommendation; and
 - (c) comprise, to the extent possible, a section entitled "Suspected occupational diseases".
3. The list as annexed to this Recommendation should be regularly reviewed and updated through tripartite meetings of experts convened by the Governing Body of the International Labour Office. Any new list so established shall be submitted to the Governing Body for its approval, and upon approval shall replace the preceding list and shall be communicated to the Members of the International Labour Organization.
 4. The national list of occupational diseases should be reviewed and updated with due regard to the most up-to-date list established in accordance with Paragraph 3 above.
 5. Each Member should communicate its national list of occupational diseases to the International Labour Office as soon as it is established or revised, with a view to facilitating the regular review and updating of the list of occupational diseases annexed to this Recommendation.
 6. Each Member should furnish annually to the International Labour Office comprehensive statistics on occupational accidents and diseases and, as appropriate, dangerous occurrences and commuting accidents with a view to facilitating the international exchange and comparison of these statistics.

ANNEX

List of occupational diseases (revised 2010)

(In the application of this list the degree and type of exposure and the work or occupation involving a particular risk of exposure should be taken into account when appropriate.)

1. Occupational diseases caused by exposure to agents arising from work activities
 - 1.1. Diseases caused by chemical agents
 - 1.1.1. Diseases caused by beryllium or its compounds
 - 1.1.2. Diseases caused by cadmium or its compounds
 - 1.1.3. Diseases caused by phosphorus or its compounds
 - 1.1.4. Diseases caused by chromium or its compounds
 - 1.1.5. Diseases caused by manganese or its compounds
 - 1.1.6. Diseases caused by arsenic or its compounds
 - 1.1.7. Diseases caused by mercury or its compounds
 - 1.1.8. Diseases caused by lead or its compounds
 - 1.1.9. Diseases caused by fluorine or its compounds
 - 1.1.10. Diseases caused by carbon disulfide
 - 1.1.11. Diseases caused by halogen derivatives of aliphatic or aromatic hydrocarbons
 - 1.1.12. Diseases caused by benzene or its homologues
 - 1.1.13. Diseases caused by nitro- and amino-derivatives of

benzene or its homologues

- 1.1.14. Diseases caused by nitroglycerine or other nitric acid esters
- 1.1.15. Diseases caused by alcohols, glycols or ketones
- 1.1.16. Diseases caused by asphyxiants like carbon monoxide, hydrogen sulfide, hydrogen cyanide or its derivatives
- 1.1.17. Diseases caused by acrylonitrile
- 1.1.18. Diseases caused by oxides of nitrogen
- 1.1.19. Diseases caused by vanadium or its compounds
- 1.1.20. Diseases caused by antimony or its compounds
- 1.1.21. Diseases caused by hexane
- 1.1.22. Diseases caused by mineral acids
- 1.1.23. Diseases caused by pharmaceutical agents
- 1.1.24. Diseases caused by nickel or its compounds
- 1.1.25. Diseases caused by thallium or its compounds
- 1.1.26. Diseases caused by osmium or its compounds
- 1.1.27. Diseases caused by selenium or its compounds
- 1.1.28. Diseases caused by copper or its compounds
- 1.1.29. Diseases caused by platinum or its compounds
- 1.1.30. Diseases caused by tin or its compounds
- 1.1.31. Diseases caused by zinc or its compounds

- 1.1.32. Diseases caused by phosgene
 - 1.1.33. Diseases caused by corneal irritants like benzoquinone
 - 1.1.34. Diseases caused by ammonia
 - 1.1.35. Diseases caused by isocyanates
 - 1.1.36. Diseases caused by pesticides
 - 1.1.37. Diseases caused by sulphur oxides
 - 1.1.38. Diseases caused by organic solvents
 - 1.1.39. Diseases caused by latex or latex-containing products
 - 1.1.40. Diseases caused by chlorine
 - 1.1.41. Diseases caused by other chemical agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these chemical agents arising from work activities and the disease(s) contracted by the worker
- 1.2. Diseases caused by physical agents
- 1.2.1. Hearing impairment caused by noise
 - 1.2.2. Diseases caused by vibration (disorders of muscles, tendons, bones, joints, peripheral blood vessels or peripheral nerves)
 - 1.2.3. Diseases caused by compressed or decompressed

air

- 1.2.4. Diseases caused by ionizing radiations
- 1.2.5. Diseases caused by optical (ultraviolet, visible light, infrared) radiations including laser
- 1.2.6. Diseases caused by exposure to extreme temperatures
- 1.2.7. Diseases caused by other physical agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these physical agents arising from work activities and the disease(s) contracted by the worker

1.3. Biological agents and infectious or parasitic diseases

- 1.3.1. Brucellosis
- 1.3.2. Hepatitis viruses
- 1.3.3. Human immunodeficiency virus (HIV)
- 1.3.4. Tetanus
- 1.3.5. Tuberculosis
- 1.3.6. Toxic or inflammatory syndromes associated with bacterial or fungal contaminants
- 1.3.7. Anthrax
- 1.3.8. Leptospirosis

- 1.3.9. Diseases caused by other biological agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these biological agents arising from work activities and the disease(s) contracted by the worker
2. Occupational diseases by target organ systems
 - 2.1. Respiratory diseases
 - 2.1.1. Pneumoconioses caused by fibrogenic mineral dust (silicosis, anthraco-silicosis, asbestosis)
 - 2.1.2. Silicotuberculosis
 - 2.1.3. Pneumoconioses caused by non-fibrogenic mineral dust
 - 2.1.4. Siderosis
 - 2.1.5. Bronchopulmonary diseases caused by hard-metal dust
 - 2.1.6. Bronchopulmonary diseases caused by dust of cotton (byssinosis), flax, hemp, sisal or sugar cane (bagassosis)
 - 2.1.7. Asthma caused by recognized sensitizing agents or irritants inherent to the work process
 - 2.1.8. Extrinsic allergic alveolitis caused by the inhalation of organic dusts or microbially contaminated aerosols, arising from work activities

- 2.1.9. Chronic obstructive pulmonary diseases caused by inhalation of coal dust, dust from stone quarries, wood dust, dust from cereals and agricultural work, dust in animal stables, dust from textiles, and paper dust, arising from work activities
- 2.1.10. Diseases of the lung caused by aluminium
- 2.1.11. Upper airways disorders caused by recognized sensitizing agents or irritants inherent to the work process
- 2.1.12. Other respiratory diseases not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the disease(s) contracted by the worker

2.2. Skin diseases

- 2.2.1. Allergic contact dermatoses and contact urticaria caused by other recognized allergy-provoking agents arising from work activities not included in other items
- 2.2.2. Irritant contact dermatoses caused by other recognized irritant agents arising from work activities not included in other items
- 2.2.3. Vitiligo caused by other recognized agents arising from work activities not included in other items
- 2.2.4. Other skin diseases caused by physical, chemical or

biological agents at work not included under other items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the skin disease(s) contracted by the worker

2.3. Musculoskeletal disorders

- 2.3.1. Radial styloid tenosynovitis due to repetitive movements, forceful exertions and extreme postures of the wrist
- 2.3.2. Chronic tenosynovitis of hand and wrist due to repetitive movements, forceful exertions and extreme postures of the wrist
- 2.3.3. Olecranon bursitis due to prolonged pressure of the elbow region
- 2.3.4. Prepatellar bursitis due to prolonged stay in kneeling position
- 2.3.5. Epicondylitis due to repetitive forceful work
- 2.3.6. Meniscus lesions following extended periods of work in a kneeling or squatting position
- 2.3.7. Carpal tunnel syndrome due to extended periods of repetitive forceful work, work involving vibration, extreme postures of the wrist, or a combination of the three 2.3.8. Other musculoskeletal disorders not mentioned in the preceding items where a direct link is established scientifically, or determined by

methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the musculoskeletal disorder(s) contracted by the worker

2.4. Mental and behavioural disorders

2.4.1. Post-traumatic stress disorder

2.4.2. Other mental or behavioural disorders not mentioned in the preceding item where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the mental and behavioural disorder(s) contracted by the worker

3. Occupational cancer

3.1. Cancer caused by the following agents

3.1.1. Asbestos

3.1.2. Benzidine and its salts

3.1.3. Bis-chloromethyl ether (BCME)

3.1.4. Chromium VI compounds

3.1.5. Coal tars, coal tar pitches or soots

3.1.6. Beta-naphthylamine

3.1.7. Vinyl chloride

3.1.8. Benzene

- 3.1.9. Toxic nitro- and amino-derivatives of benzene or its homologues
 - 3.1.10. Ionizing radiations
 - 3.1.11. Tar, pitch, bitumen, mineral oil, anthracene, or the compounds, products or residues of these substances
 - 3.1.12. Coke oven emissions
 - 3.1.13. Nickel compounds
 - 3.1.14. Wood dust
 - 3.1.15. Arsenic and its compounds
 - 3.1.16. Beryllium and its compounds
 - 3.1.17. Cadmium and its compounds
 - 3.1.18. Erionite
 - 3.1.19. Ethylene oxide
 - 3.1.20. Hepatitis B virus (HBV) and hepatitis C virus (HCV)
 - 3.1.21. Cancers caused by other agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these agents arising from work activities and the cancer(s) contracted by the worker
4. Other diseases

4.1. Miners' nystagmus

4.2. Other specific diseases caused by occupations or processes not mentioned in this list where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure arising from work activities and the disease(s) contracted by the worker

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